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Recommended Reading

Floyd L. Ruch's "Critical Notes on 'Seniority and Testing Under Fair Employment Practice Laws,' by Cooper and Sobol in the Harvard Law Review, June 1969," appears in The Industrial Psychologist, APA Division 14 newsletter, Volume 7, No. 2 (April 1970). Ruch takes issue with Cooper and Sobol's premise that "the likelihood that scores on any particular aptitude test will correlate significantly with performance on any particular job is slim indeed." He points to several instances in which the authors use as supporting arguments out-of-context statements from Ghiselli's The Validiy of Occupational Aptitude Tests (New York: John Wiley & Sons, Inc., 1966). At the same time, he points out, they overlooked Ghiselli's statement in his preface that the material in the book "is testimony to the fact that occupational behavior is predictable, and that it is possible to develop objective and impartial means to assess aptitudes for different kinds of work."

Ruch agrees with Cooper and Sobol that hiring and promotion practices should not depend on employer whim, and that the goal should be the opening up of "a large untapped reservoir of potentially valuable employees." "The use of job-related aptitude tests to replace the prejudice-laden personal interview and other arbitrary standards such as unrealistic educational requirements and unevaluated arrest records," Ruch concludes, "places in the hands of management a powerful tool in achieving this profitable and socially desirable goal."